

WTVF-TV**EEO PUBLIC FILE REPORT**

April 1, 2006 – March 31, 2007

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for the Recruitment Source Data

No. of Filled Positions	Job Title	RS Referring Hiree	Recruitment Sources (RS) Used to Fill Vacancy
1	Accounts Payable Bookkeeper	#10	1-35, 50
1	Associate Producer	#34	1-35
2	Associate Producer/Weekend Assignment Editor	#33, #18	1-35
1	Chief Technology Engineer	#32	1-35, 55
2	Graphic Designer	#18, #33	1 – 35, 41, 36, 62, 63
1	Helicopter Reporter	#18	1-18, 20-35
1	Investigative Producer	#18	1 – 35, 36, 38, 39
1	Local Sales Coordinator	#18	1-35
1	Local Sales Manager	#34	1-35, 37, 44, 51
1	Meteorologist	#33	1-35
1	News Anchor 5:00 pm and 10:00pm	#35	1-35, 56, 58, 59
1	News Photographer	#18	1-35, 42-45
1	News Anchor/Reporter	#32	1-35, 64-66
3	News Reporters	#18, #32, #32	1-35, 43, 44, 46, 47, 49
1	On-Line Editor	#18	1-35, 48
2	Production - Technical Operator	#18, 32	1-36
1	Promotion Writer/Producer	#35	1-35, 41, 61
1	Sales Marketing Consultant	#33	1-18, 20-35, 36, 37
1	Sales Internet AE	#32	1-35
5	Sales New Business AE	#18, #32, #33, #32, #32	1-35, 60
1	Sales New Business Manager	#33	1-35, 37, 44

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II. MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
1	Austin Peay University - Career Services P. O. Box 4745 Clarksville, TN 37044	Yes	0
2	Belmont University Career Placement 1900 Belmont Blvd. Nashville, TN 37212	yes	1
3	Clarksville, Montgomery County Career Center 350 Pageant Lane, Suite 406 Clarksville, TN 37040	yes	0
4	East Tennessee State University - Career Services, P. O. Box 70718 Johnson City, TN 3761	yes	0
5	Fisk University 1000 17th Avenue North Nashville, TN 37208	yes	0
6	High Tech Institute - Career Services 120 Royal Pkwy Nashville, TN 37214	yes	0
7	ITT Technical Institute 2845 Elm Hill Pike Nashville, TN 37214-3717	yes	0
8	KY Assoc. for Career & Technical Education P. O. Box 4583 Frankford, KY 40604	no	0
9	Lipscomb University Career Placement Center 2901 Granny White Pike Nashville, TN 37204	no	0
10	Middle TN Career Center 621 Mainstream Drive, Suite 210 Nashville, TN 37228	yes	1
11	Middle TN State University Career Services P. O. Box 2 Murfreesboro, TN 37132	yes	3
12	Murray State University Career Service Center 218 Bordway Hall Murray, KY 42071	no	0

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13	NAACP - Nashville Chapter 1308 Jefferson St. Nashville, TN 37208	yes	0
14	Nashville State Community College Career Employment Center 120 White Bridge Rd. Nashville, TN 37209	yes	1
15	NATAS - Nat'L Academy of Arts & Sciences 27 Music Square East Nashville, TN 37203	no	0
16	National College of Business & Technology 3748 Nolensville Pike Nashville, TN 37211	yes	0
17	National Organization for Women P. O. Box 120523 Nashville, TN 37212	yes	0
18	NewsChannel 5 Network www.newschannel5.com	yes	57
19	NewsChannel 5 E-Classifieds Post for 45 days at a time -update	no	0
20	Sewanee University of the South Attn: Career Services 735 University Avenue Sewanee, TN 37383	yes	0
21	South Central Career Center 119 Nashville Highway Ste #106 Columbia, TN 38401	yes	0
22	TN State University Career Center 3500 John Merritt Blvd. Nashville, TN 37209	yes	1
23	TN Technical University Director of Career Service Box 5021 Cookeville, TN 38505	no	0
24	Trevecca Nazarene Univ. Career & Counseling Cnt. 333 Murfreesboro Rd Nashville, TN 37210	yes	1

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25	TV Job.com www.tvjobs.com	no	9
26	University of Tennessee/ Knoxville 333 Communications Building Knoxville, TN 37996-0333	no	0
27	University of TN - Martin Dept. of Communication Martin, TN 38238	no	0
28	Urban League of Middle TN 1219 9th Avenue North Nashville, TN 37208	yes	0
29	Volunteer State Community College 1480 Nashville Pike Gallatin, TN 37066	yes	0
30	West Tennessee Career Center 416 E. Lafayette Street Jackson, TN 38302	no	0
31	Western Kentucky University Career Services Cntr #1 Big Red Way Bowling Green, KY 42101	no	0
32	Employee Referral	no	33
33	Non-Employee Referral	no	20
34	Self Referral	no	12
35	Internal Candidate/ Promotion	no	20
36	Nossi College of Art 907 Rivergate Parkway, Suite E 6 Goodlettsville, TN 37072	no	0
37	SPOTS AND DOTS	no	5
38	Investigative Reporter and Editors National Institute for Computer-Assisted Reporting	no	3

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39	University of Missouri - Columbia 181 Gannett Hall Columbia, MO 65211	No	0
40	YWCA	yes	0
41	Graeme Newell Marketing IdeaNet 602 Communications www.602communications.com	no	1
42	B-Roll (Television News Photography) 227 6th Street, N.E. Washington, D.C. 20002	no	1
43	Media Line P. O. Box 51909 Pacific Grove, Ca 93950	no	0
44	NAB - National Assoc. of Broadcasters 1771 North Street, NW. Washington, DC 20036-2891	no	0
45	National Press Photographers Assoc. (NPPA) 3200 Crowsdale, Suite 306 Durham, NC 27705	no	0
46	NAHJ -Nat'l Assoc. of Hispanic Journalists 1193 National Press Bldg. Washington, DC 20045	no	0
47	Talent Dynamics 600 East Las Colinas Blvd., Ste #100 Irving, TX 25039	no	1
48	Journalism Jobs Website	no	13
49	Mort Meisner - Talent Agency	no	1
50	Draughons Junior College Career Services 212 Pavilion Blvd. Nashville, TN 37217-1002	no	0
51	RecruitLadder.com 137 Varick St. New York, NY 10013	no	0
52	America's Job Bank.com	no	0

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			0.
53	Job Warehouse.com	no	
54	Landmark Career Center www.landmarkcommunications.com	yes	0
55	Society of Broadcast Engineers	no	0
56	Talent Agency - Alan Sanders Media Group 4 Linda Lane Katonah, NY 10536	no	1
57	Todd FOOS EMS Talent, Inc.	no	1
58	Britomart Associates - Media Representation P. O. Box 42515 Washington, DC 20015	no	1
59	Rick Gevers Agency P. O. Box 377 Zionsville, IN 46077	no	1
60	Vanderbilt University Nashville, TN	no	1
61	Promax/BDA 9000 W. Sunset Blvd. Suite 900 Los Angeles, CA 90069	no	0
62	The Tennessean Newspaper	no	1
63	Career Builder.com	no	1
64	Ken Lindner & Associates 2049 Century Park East, Suite 3050 Los Angeles, CA 90067	no	1
65	Media Alliance P. O. Box 3474 Ft. Myers, FL 33918	no	1
66	Napoli Management Group 8844 West Olympic Blvd., Suite 100 Beverly Hills, CA 90211	no	1
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		194

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY																								
1	(v) establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	<p>Each semester (Spring, Summer, and Fall) of the school year, WTVF receives applications for internship positions in production areas of the News/Sports department, Talk of the Town (the station's daily talk show), Promotions, and NewsChannel 5+ (the station's 24-hour news and information cable channel). Applicants for the program are interviewed and selected by intern coordinators in each department. Interns, primarily from area colleges and universities, work in one of these areas for the semester and receive school credit. As such, in addition to conforming to station standards, the parameters of the internship (including hours worked) conform to the school's requirements for granting credit. Internships from Summer 2006 through Spring 2007 were awarded as follows:</p> <p>Summer 2006:</p> <table><tr><td>Talk of the Town</td><td>5</td></tr><tr><td>NewsChannel 5+</td><td>1</td></tr><tr><td>News</td><td>7</td></tr><tr><td>Sports</td><td>3</td></tr></table> <p>[Middle Tennessee State University - 6; University of Tennessee at Martin -1 ; University of Tennessee-Knoxville- 4; Hopkins Community College – 1; Vincennes University – 1; Nashville Tech – 1; Belmont University-2]</p> <p>Fall 2006:</p> <table><tr><td>Talk of the Town</td><td>2</td></tr><tr><td>Promotions/Art</td><td>1</td></tr><tr><td>News</td><td>4</td></tr></table> <p>[Belmont University – 3; Tennessee State University (TSU)-1; Vanderbilt University – 1; Middle Tennessee State University – 2]</p> <p>Spring 2007:</p> <table><tr><td>Talk of the Town</td><td>4</td></tr><tr><td>NewsChannel 5+</td><td>3</td></tr><tr><td>News</td><td>3</td></tr><tr><td>Sports</td><td>1</td></tr><tr><td>Promotions</td><td>1</td></tr></table> <p>[Lipscomb University - 1; Tennessee State University - 8; Vanderbilt University – 1; Fisk University – 1; Middle Tennessee State University-1]</p>	Talk of the Town	5	NewsChannel 5+	1	News	7	Sports	3	Talk of the Town	2	Promotions/Art	1	News	4	Talk of the Town	4	NewsChannel 5+	3	News	3	Sports	1	Promotions	1
Talk of the Town	5																									
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III. RECRUITMENT INITIATIVES, Cont.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	(xiv) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>On August 14, 2006, Middle Tennessee State University and the Tennessee Association of Broadcasters provided a day-long development seminar. The course covered issues of Equal Employment Opportunity, and the development of management skills for participants. The focus of the course was on diversity in hiring, including suggestions for finding diverse candidates and the ways in which diversity can improve business results. Three of the station's managers participated, including the Human Resources Manager.</p> <p>In November of 2006, Lipscomb University provided a seminar entitled, "Call to Conversation: An Invitation to Dialogue on Religious Conflict." The day-long session focused on education about religious differences and how to communicate across issues of religious conflict. The training included communication skills that can be used to create a more diverse workplace, and to keep the workplace free of discrimination and harassment based on religious preference. The Executive Producer of NewsChannel 5+ participated.</p> <p>As part of the station's Leveraging Difference Initiative, employees completed training in effectively communicating with people across differences, including diversity of race, gender, nationality/ethnicity, age, disability, religion, and sexual orientation. The training on constructive conflict was provided by two station employees who had received instruction on training methods provided by Landmark Communications corporate staff (owner of the licensee). The training was provided in three sessions during the current period – June of 2006, August of 2006, and October of 2006. A total of 47 employees were trained in the three sessions. The objective of the initiative and training is to equip the entire staff to participate in creating and sustaining an organization that is inclusive across all differences. Application of the training is to several aspects of employment, especially retention, providing feedback, maintaining a work environment of respect that is free from discrimination and harassment.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	(xiv) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>In July of 2006, the Northwestern University Departments of Business and Journalism presented a week-long seminar for broadcast executives interested in advancement to top-level station management positions. Examples of session topics include managing diversity as a business strategy, and evaluating financial results. The station's National Sales Manager and Senior Operations and Facility Manager attended the week-long training session on the Northwestern campus in Evanston, Illinois.</p> <p>The station's Leveraging Difference Steering Committee made up of station management and personnel continued to meet throughout the year to oversee the station's initiatives designed to increase overall effectiveness in leveraging differences, including differences of race and gender, to create and sustain an inclusive and diverse organization. The team members also serve as a contact point for all staff with regard to issues concerning diversity.</p> <p>Diversity Series. A series of one-hour meetings to help the staff learn more about the diverse cultures/nationalities in the Nashville community continued through 2006. The series focuses on various constituencies within the station's service area, including issues for women and minorities. The News Department organizes these regular gatherings (usually monthly), inviting a speaker from a diverse cultural group within the Nashville Community. Sessions are open to all station personnel and have been attended regularly by members of the station's Leadership and Operating Teams. Guests featured in the series through March 2007 included representatives from the Jewish Community Center, the Seeds Project which documents the effects of war on civilians, particularly women and children, and a soldier who recently returned from Iraq.</p> <p>In September of 2006, the station employed Jean Lampkin, an experienced trainer employed by owner of licensee, Landmark Communications, Inc., to teach a seminar on techniques for hiring. A primary focus of the training was teaching new interview skills, and asking experienced-based questions that designed to assist in fair and equitable evaluation of job candidates, and to prevent discrimination. Twenty members of the station's Operating Team, which consists of all supervisors and hiring managers, attended the course.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	(viii) establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>In January of 2007, the Executive Director of NewsChannel 5+ and Talk of the Town enrolled in the Nashville Emerging Leaders Program. The course meets weekly for three months, and is dedicated to the ongoing development, advancement and interaction of emerging leaders. The course allows participants to learn from local mentors and peers, and focuses on developing leadership skills and exploring issues affecting our community.</p> <p>Landmark Senior Leader Development Course – Course offered by owner of licensee, Landmark Communications, Inc. designed to help leaders position themselves for personal growth and career development. WTVF's Senior Operations and Facility Manager attended week-long sessions in May of 2006, November of 2006, and February of 2007.</p> <p>Landmark Emerging Sales Leaders Course – Course offered by owner of licensee, Landmark Communications, Inc., and Weather Channel extends over multiple sessions and seeks to develop future sales managers for the organization. Areas of focus include diversity, developing self and others, business acumen, strategy and execution, and sales skills. An account executive is currently enrolled in this course and attended sessions in October of 2006 and January of 2007.</p> <p>Landmark Leader Course – This three-day course offered by the owner of licensee, Landmark Communications, Inc. Participants heard speakers and did group activities designed to increase their understanding and commitment to the station's Leveraging Difference initiatives. The course also included techniques to improve listening and feedback skills, and other specific training designed to enhance leadership abilities. The station's Chief Information Officer and National Sales Manager attended this course in March of 2007.</p> <p>In April of 2006, the National Press Photographers Association presented a seminar in Lexington, Kentucky. The focus of the course was to improve the teamwork of reporters and photographers, and improve techniques in storytelling and editing. A photographer and reporter attended this training.</p>

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3	(viii) establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>In April of 2006, the News Director and Assistant News Director attended the Radio and Television News Directors convention in Las Vegas, Nevada. They attended seminars on professional development, various aspects of newsgathering, and hiring techniques.</p> <p>WTVF has a tuition reimbursement program to provide development and training opportunities for current employees. The program enables employees to acquire knowledge, skills, and experiences needed to qualify for advancement and to be successful. Employees may request approval for reimbursement for job-related courses and receive reimbursement as long as they meet minimum grade requirements in their selected courses. Examples of this program during the current period include: Art Director-Marketing and Business, NewsChannel 5+ producer-Marketing, NewsChannel 5+ Executive Producer – Public Policy, Production Director-Weather.</p> <p>Leadership Middle Tennessee is a program designed to give attendees an awareness of issues of importance in the Middle Tennessee region, and encourage networking and career advancement. In April and May of 2006, the Assistant News Director completed participation in this nine-month course owner of licensee, Landmark Communications, Inc. Participants heard speakers and did group activities designed to increase their understanding and commitment to the station's Leveraging Difference initiatives. The course also included techniques to improve listening and feedback skills, and other specific training designed to enhance leadership abilities</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	(iv) participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	<p>In April of 2006, Satterfield Middle School in Hartsville, Tennessee hosted a career day. A station meteorologist was the featured speaker.</p> <p>In April of 2006, Stratton Middle School in Nashville, Tennessee hosted a career day. A station meteorologist was the featured speaker.</p> <p>In May of 2006, Vanderbilt University hosted a teleconference through the "Vanderbilt Virtual School" program called "Career Conversations. The teleconference was beamed to high school students across the country, and allowed them to learned details about various career options. A station reporter was the featured speaker regarding careers in media.</p> <p>In May of 2006, Old Center School in Goodlettsville, Tennessee hosted a career day. A station meteorologist was the featured speaker.</p> <p>In May of 2006, Randolph Howell School in Columbia, Tennessee hosted a career day. A station news anchor was the featured speaker.</p> <p>In June of 2006, the Asian American Journalists Association hosted its annual convention in Honolulu, Hawaii. Seminars focused on career development, techniques for telling the stories of diverse communities, and issues of diversity in the newsroom. A station reporter attended this convention.</p> <p>In June of 2006, Belmont University hosted a panel discussion for students interested in a career in journalism. A station meteorologist was featured on the panel.</p> <p>In September of 2006, a station meteorologist was the featured speaker at Belmont University's journalism career luncheon. After a brief presentation, students asked questions from a panel of experts about careers in broadcasting and print journalism.</p>

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4	(iv) participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	<p>In November of 2006, the Bellevue Home School organization hosted a career fair for home school students across the area. A station meteorologist was the featured speaker, and took questions from the group.</p> <p>In November of 2006, a station producer was the featured speaker for journalism students at the University of Tennessee in Knoxville. The purpose of the session was to teach the students about careers in broadcasting, with a focus on newscast producing.</p> <p>In March of 2007, J.T. Moore School in Nashville, Tennessee hosted a career day. The station was represented by its helicopter reporter and helicopter pilot. After a brief demonstration of helicopter reporting techniques, students asked questions about careers in broadcasting.</p>

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5	(i) participation in job fairs	<p>In August 2006, a News Anchor attended the National Association of Black Journalists job fair. She represented the station and Landmark Communications along with other representatives from across the company at the job fair. WTVF also had the Executive Producer, a meteorologist, and two reporters to attend the conference.</p> <p>In January of 2007, a news anchor attended a career fair hosted by the Tennessee Association of Broadcasters. The career fair was part of the group's state-wide convention, hosted in Nashville, Tennessee. The anchor distributed information about the station, and offered career advice and story critiques to interested applicants.</p>